



All Staff meeting
7th December



2023 vision and priorities

- **Continuing the recovery**
- **Developing our people**
- **15 year fabric plan and development campaign**
- **Girls' Voices**
- **School Foundation**



Return of the Appraisal

What is an appraisal?

Allows you and your manager to meet to:

- ▶ **review your job description**
- ▶ **agree and document:**
 - ▶ **specific individual objectives**
 - ▶ **your training and development needs, plus career aspirations**

What is an appraisal?

Allows you and your manager to meet to:

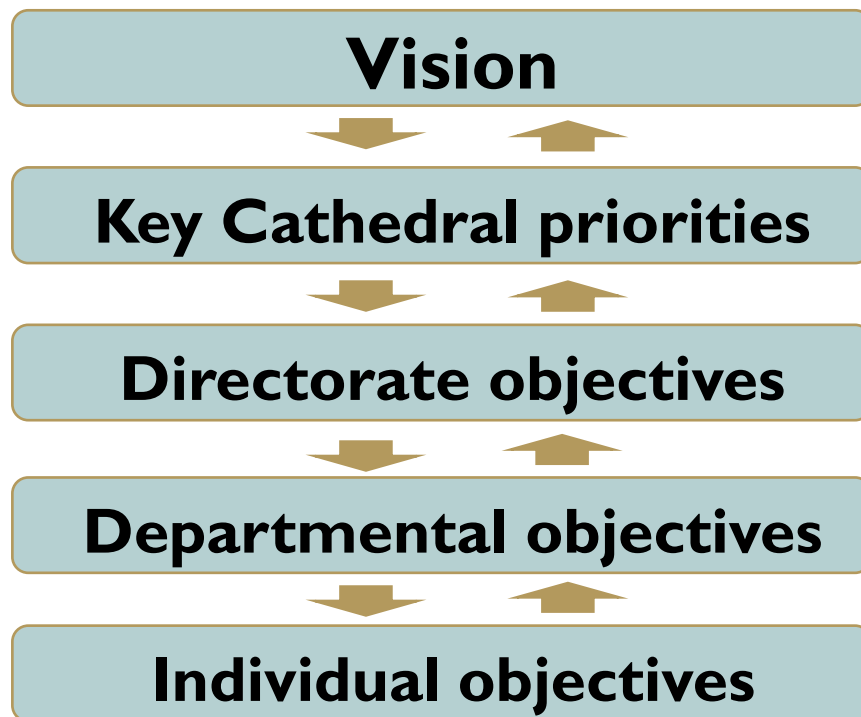
- **discuss the support you need from your manager**
- **review and recognise:**
 - **‘what’ you have achieved**
 - **‘how’ you have achieved your objectives**

It's not just for Christmas!

It's a continuous, two-way communication process, throughout the year, supported by:

- **Monthly 1-2-1's**
- **Team meetings**
- **A mid-year review**
- **An annual review**

Working to the same goal



Key dates

January 2023:

- **Departmental objectives agreed**

February / March 2023:

- **Training on appraisal process / giving and receiving feedback**
- **Manager and individual team member to meet**

Key dates

March – June 2023:

- **Review and re-communicate the values**

July 2023:

- **Mid-year review**

January 2024:

- **Annual review**



Financial updates

**We remain
on track**

	2022	2023	
Visitor Numbers	540,000	600,000	
Total Income	£8.3m	£9.6m	£0.8m from price increase
Total Staff Costs	£6.0m	£6.0m	One off payment included in 22
Total Other Expenditure	£4.0m	£5.3m	Additional contingency, inflation, fire protection work, pension advice, chorister tuition
Enterprises Contribution	£0.9m	£0.8m	Shop margins maintained despite rising costs. Some increase in staffing
Deficit	£0.8m	£0.9m	Covid fund 1st Jan 22 £9.1m 1st Jan 24 £7.4m

- **Back to breakeven in 2024**
- **Four years of being reliant on the COVID Fund**
- **2024 + we need to focus on rebuilding our reserves**



**Keeping us
all safe**

Awaken – Health and Safety e-learning and compliance

Awaken Learning is a learning and compliance software package that focuses mainly on Health and Safety, legal and statutory compliance, and learning and development solutions.

A roll-out will start in January, starting with fire awareness safety, manual handling and health and safety inductions.

Staff will receive an email in January from BeOnline
beonline@awaken.stpauls.co.uk.

Contact Sharon Raynham, Health and Safety Officer with any queries.



Starters and leavers



**Christmas
party plans!**





Reminders and notices